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22 JUL 1968

DD/S 68-3724

MEMORANDUM FOR: Assistant Deputy Director for Support

SUBJECT : Status of Action on Applicant Testing Program

Jack:

In response to your 17 July memorandum, herewith is an extract from an earlier version of the recruitment report:

"4. With respect to applicant testing, the following actions have been taken:

"a. C/A&E completed his revision of the FCDP and submitted it to you for review and coordination on 3 June. It is now undergoing review.

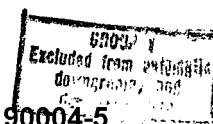


"c. In connection with our review of the proposed recruitment coverage of colleges and universities, we re-examined the list of Test Center locations. Although we might anticipate safe use of campus test centers in most areas, including some campuses where we will not interview, we concluded that it would be wise to move now to Federal space in those areas where there appears to be any likelihood of questioning or obstructionism. We have asked the Office of Logistics, therefore, to arrange with GSA for access to Federal space in sixteen (16) additional locations:



Action is under way by telephone and by letter to accomplish the necessary surveys and coordination.

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"d. We obtained from the A&E Staff and from the Civil Service Commission copies of the Federal Service Entrance Examination, the Foreign Service Officer Examination and the NSA Professional Applicant Test, plus explanatory and evaluative comment. In addition, Mr. [] OP, met with Dr. Al Maslow and Mr. John Beckman of the Commission for discussion of the FSEE. Attached at Tab G are brief descriptions of these tests; a summary of PATB and a copy of the Agency's current contract [] for PATB administration; and copies of memoranda for the record concerning conversations with Messrs. Maslow and Beckman.

"e. During the past two or three weeks I have had discussions, individually and in groups, with Directorate representatives concerning their needs for and the uses made of the professional applicant test results. They include:



It is evident that there is no uniformity in the way customers regard the test nor is there agreement upon the value of the individual items in the battery. Uses made of the results in employment decisions range from practically none in DDS&T to an exaggerated overreliance in [] CTP is the customer which makes the most consistent use of all the test information in its selection decisions, but always in relation to other data concerning the applicant and as only one part of the evidence. There are only two generalizations upon which there was majority agreement:

"(1) Given their preferences, most customers would like to keep the whole test battery because it contains something for everybody and they fear they might lose something if it were changed;

"(2) If it became necessary to give half the test in the field with the other half available at Headquarters as needed they could live with it."



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Robert S. Wattles

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